



21-08

**OFFICE OF THE COUNTY EXECUTIVE
ALL-EMPLOYEES MEMORANDUM**

DATE: October 1, 2008

EMPLOYEE MEDICAL HEALTH PLAN OF SUFFOLK COUNTY (EMHP)

**ANNUAL NOTICE OF WOMEN'S HEALTH AND CANCER RIGHTS
ACT OF 1998**

In accordance with Federal law, group health plans who provide medical and surgical benefits in connection with a mastectomy must provide benefits for certain reconstructive surgery. In the case of a participant or beneficiary who is receiving benefits under the Plan in connection with a mastectomy and who elects breast reconstruction, federal law requires coverage in a manner determined in consultation with the attending physician and the patient, for:

- * reconstruction of the breast on which the mastectomy was performed;
- * surgery and reconstruction of the other breast to produce symmetrical appearance; and
- * prostheses and treatment of physical complications at all stages of the mastectomy, including lymph edemas.

Benefits are available in and out of network. If you use out-of-network benefits, this coverage is subject to EMHP's annual deductibles and 20% coinsurance provisions. These provisions are generally described in the EMHP Benefit Booklet.


JEFFREY W. SZABO
Deputy County Executive & Chief of Staff

Distribution
One copy per employee